

A micro-inequity is an apparently small event, such as body language, use of voice and energy, and patterns of inclusion/exclusion which are often ephemeral, hard-to-prove, unintentional, and unrecognized by the perpetrator, but which result in social preference for “like” and undermining motivation and sense of worth of those who get the message that they are “different”. Language examples: “He throws like a girl.” “He’s a real Man’s Man.” “Real America”. This is at the root of how micro-inequities perpetuate affinity bias. (“like” prefers “like”)

*Could the negative use of the phrase “Politically Correct” be reflecting the frustration of being “accused” of negative behavior that was unintentional by, and imperceptible to, the perpetrator?*